



# QUAKER VOLUNTARY SERVICE

## An Invitation to Partner with Quaker Voluntary Service

Quaker Voluntary Service (QVS) is an 11-month fellowship for young adults at the intersection of social justice, spirituality, and community. In the QVS program, young adults work full-time in professional positions. QVS Fellows are energetic, committed, and capable; they want to make a difference. Working with a QVS Fellow is an opportunity to expand the capacity of your organization.

By partnering with organizations like yours, we provide Fellows with a hands-on learning experience. Far from being “a year off to give back,” QVS is a program for young adults who want to develop skills for a lifelong commitment to peace, justice, and equity. QVS Fellows receive housing, transportation, food, support for health and wellness, and a small stipend. They receive active support from a QVS staff person based in your city and the general support of the local Quaker community.

During their program year, QVS Fellows also make commitments to community building and spiritual exploration. Approximately every other week, Fellows will take one day away from the workplace to focus on skillbuilding and reflection. Fellows are also required to attend three weekend retreats (Friday-Monday), meet with their QVS Coordinator each month, and set aside time for community living. Coordinators help Fellows establish the rhythm of their life together and can answer any questions you may have about how the QVS schedule will mesh with your work schedule.

### **Benefits to your Organization:**

- QVS Fellows are highly motivated to work for change and personally invested in creating an equitable future.
- Fellows bring training in facilitation, communication, conflict resolution, and anti-oppression work.
- Fellows bring connections to other local organizations, through the network of relationships Fellows build with housemates and the wider Quaker community.
- QVS provides Fellows with a context for reflection and support, which strengthens their contribution to your organization’s work.
- Partnering with QVS provides a low-cost, full-time Fellow who has been recruited and screened by QVS and selected by your organization through an interview process.

### **Organizational Investment:**

- The base fee for a 2023-2024 site placement partnership is \$21,000 for 11 months (early September to late July). We provide an option on the application for you to request a fee reduction. The form will allow you to reduce the site placement fee by up to \$2,000 (to \$19,000). We hope you will set the fee at a place that reflects your organization’s access to resources and wealth. During the year, we ask the Fellows to consider their access to wealth and their economic privilege, and we’re asking you to partake in this work, too. Requesting a fee reduction will not impact the process by which Coordinators will consider and accept site placements.
- The site placement fee may be paid fully upfront or divided into monthly or biannual installments. This fee helps QVS offset the expense of providing Fellows with direct support (such as rent and utilities, a food and transportation stipend, health insurance, etc.). It also helps QVS pay for staffing and programmatic expenses (such as orientation, retreats, programming on the days of reflection and skillbuilding, etc.).
- Your organization will need to provide initial onboarding that you provide to employees.
- Your organization will need to provide ongoing supervision and mentoring for the QVS Fellow. At least at the start of the program year, we find it works best for an assigned supervisor to meet with the Fellow weekly to answer questions and help orient them for success.

- We ask that you provide any necessary equipment for work-related tasks you assign to the Fellow (such as a car or laptop).

**How to Apply:** Apply by **January 15th** online at  
[www.quakervoluntaryservice.org/forms/site-placement-application/](http://www.quakervoluntaryservice.org/forms/site-placement-application/).

To learn more and to apply for your organization to become a QVS partner site, please see  
[www.quakervoluntaryservice.org/information-for-site-placements](http://www.quakervoluntaryservice.org/information-for-site-placements) or email [info@quakervoluntaryservice.org](mailto:info@quakervoluntaryservice.org).  
We encourage you to explore our website for more information about QVS.

#### Timeline:

- December 1- January 15: Agencies apply to become a QVS site placement.
- February 1: Agencies are notified as to whether they've been chosen to interview Fellows as a possible QVS site placement.
- February 28: QVS Fellow applications due.
- March 7 - April 1: QVS staff interview Fellow applicants and place them in application pools for each QVS city.
- April 4 - April 20: Site placement agencies schedule and conduct interviews with Fellow applicants.
- April 21: Sites provide QVS a ranked list of which Fellow applicants seem like the best match for them.
- By May 5: Fellows are assigned to a site placement agency.
- By May 19: Fellows, Agencies, and QVS sign contracts.
- July or August: Orientation meeting for new site placement agency supervisors with QVS staff.
- Late August: QVS Orientation for all Fellows.
- September 6: QVS Fellows begin work placement.

### WHAT ARE QVS SITE PARTNERS SAYING ABOUT THEIR EXPERIENCE?



"This year having a QVS Fellow doubled the capacity of our community organizing department."  
**-Sara Halawa, Community Action Agency of Somerville (Boston)**

"Our QVS Fellow has allowed us to sit at more tables and join more campaigns than we would have been able to without his presence. He contributes greatly to our work on diversity, equity and inclusion, bringing skills in that area and helping us forge connections with more diverse communities. I can't overstate how valuable this Fellow has been in enhancing our work."

**-Kelly Campbell, Oregon Physicians for Social Responsibility (Portland)**



"Having a full time person to support organizations like ours at a subsidized rate for a budget like ours was game-changing. We're going to have another Fellow for the next cycle as well for sure... QVS Fellows are not interns and do much more than an intern could. We believe that all Fellows and interns need to be paid (and fairly), and I can't imagine a situation for them any cooler than living in a cooperative house with OTHER Fellows also placed in mission-driven organizations around the same city."

**-Esteban Kelly, US Federation of Worker Cooperatives (Philadelphia)**

"Partnership for Southern Equity (PSE) has found our QVS Fellow to be thoughtful, hard-working, diligent, insightful and always pleasant to work with. She provides a strong indicator of the caliber of committed young leaders QVS attracts to our racial equity work and we are humbled to continue benefiting from the program."



**-Suzanne Burnes, Partnership for Southern Equity (Atlanta)**